



Marine Forces Reserve Brief to the TECOM Operational Advisory Group

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“Our mission is still the same...We make Marines and win battles.”

- Gen J.L. Jones



The Challenge

Cross boundaries in order to provide training and education packages that allow the Reserve Marine the opportunity to balance their civilian lives with their SMCR commitments while continuing to serve as effective Marines.



Methodology

- ✓ Develop and provide a certified distance education program
 - ✓ Command and Staff Distance Education Program
 - ✓ Command and Staff Weekly Seminar Program
 - ✓ Expeditionary Warfare School Distance Education Program
- ✓ Develop and promulgate a distributed learning program that mitigates MarForRes' MOS mismatch shortfalls
- ✓ Refine the Alternative Instructional Training Program (ATIP) IOT increase viability



Goals and Objectives

- ✓ Develop and provide a certified distance education program that is:
 - ✓ Convenient to the Marine
 - ✓ Of the highest quality
 - ✓ Will mitigate the MarForRes MOS mismatch issues
 - ✓ Provides for ease of transition assistance
- ✓ End result: Increased operational readiness and training, decreased cost expenditure and reduction in T2



Vision

- ✓ Strategic/Long term focus will be on efficiency
 - ✓ Is it cost effective?
 - ✓ Does it reach our targeted audience?
 - ✓ Does it get the job done?
- ✓ Tactical focus will be on effectiveness
 - ✓ Are we getting Marines trained?
 - ✓ Are we upgrading our needs as new opportunities become known?
- ✓ Our vision will be to convert efficiency into effectiveness in order to get our Marines trained!



Alternate Training Instructional Program

- ✓ What is ATIP?
 - ✓ Marine Forces Reserve Order 1535.1, effective 7 January 2001
- ✓ Why ATIP?
 - ✓ To give the Commander a means of increasing unit readiness through an alternative method Additional MOS qualification that allows for the certification of Marines assigned to a billet for which they do not hold a primary MOS. ATIP targets Prior Service (PS) Marines and Incremental Initial Active Duty for Training (I/IADT) Marines granted a waiver not to attend their regularly scheduled formal school.



Foundational References

- ✓ MCO P1200.7Y, Military Occupational Specialties Manual
- ✓ MCO 1510.86B, ITS Order for OccFld 58
- ✓ Memorandum of Agreement (MOA) between Commander, MarForRes & CG, MCCDC, dtd 5 Oct 1999



Excerpts from MCO P1200.7Y

0005.2.a: “MOSs are awarded when performance based criteria have been met as set forth in the Individual Training Standards (ITS). . . .”

0005.2.b.(2): “In those cases where formal school is either not available or the Marine is unable to attend, an AMOS can be awarded by the commanding officer when all core skill performance criteria have been met and the Marine holds a billet in the unit for the AMOS. The MOS is awarded as an additional MOS only, unless approved by CMC (MMEA) or (RAM) for Reserve”

0005.2.b.(3): “Awarding MOSs to prior service Marines in the Selected Marine Corps Reserve (SMCR) is further subject to Reserve Force Order 1535.1, which is coordinated with this manual.”

3134.2.b: Prior Service Reserve Marines, non-MOS qualified, may be certified for MOS 5811 also by attending the MP Course, or if unable to attend the regular MP Course, they may be certified as an AMOS-only, by the unit commander upon successful completion of the Alternate Training Instructional Program (ATIP) of Marine Force Reserves.



Evolutionary Reference

- ✓ MCO P3500.72, Marine Corps Ground Training and Readiness (T&R) Program*



ATIP Methodology

- ✓ MOS Producing Functional Learning Centers (FLC) – Centers of Excellence (CoE)
- ✓ Managed On the Job Training (MOJT)
- ✓ Contractor Civilian Acquired Training (CCAT)
- ✓ The Total Army School System (TASS) for Army National Guard and US Army Reserve
- ✓ Computer Based Training (CBT)
- ✓ Distance Learning (DL)



Current ATIP Identified MOSs

- ✓ 0311 Rifleman (Includes 0331, 0341, 0351, 0352)
- ✓ 0321 Reconnaissance Marine
- ✓ 0481 Landing Support Specialist
- ✓ 0811 Field Artillery Cannoneer
- ✓ 1371 Combat Engineer
- ✓ 1391 Bulk Fuel Specialist
- ✓ 3051 Warehouse Clerk
- ✓ 3381 Food Service
- ✓ 3531 Motor Vehicle Operator Training on M-900 Series
Vehicles
- ✓ 3533 Logistics Vehicle System Operator
- ✓ 3534 Semi-trailer Refueler Operator Training on M-900
Series Vehicles
- ✓ 5811 Military Policeman



What's the Big Deal?

- ✓ To ensure currency and equivalency with the Active Component in training
- ✓ Increase readiness in order to accomplish operational missions when mobilized and deployed in support of Marine combat forces.



ATIP Challenges

- ✓ Ensuring currency of MOS ITSs as old ITS Orders are converted and updated into new T&R Manuals
- ✓ Ensuring the appropriate MOS set within the program to meet the needs of MARFORRES
- ✓ Development, approval, and incorporation of new MOSs within the program (coordination with M&RA, MCCDC, TECOM)
- ✓ Possible growth into a select number of Officer MOSs (0302, 0530)



Distance Learning – What's in Place Now?

- ✓ The College of Continuing Education –
 - ✓ Guides the content development business rules
 - ✓ Provides contract support for CCE selected courses
 - ✓ Holds content selection boards IOT pick courses for development
 - ✓ Tests, evaluates and loads content developed outside of the CCE contract
- ✓ Via the World Wide Web, TECOM/CCE is able to provide access to all courses
 - ✓ Provides high speed access to Reserve Marines at the RTC or at their residences



Current Situation

What's on Tap?

- ✓ TECOM/CCE is proceeding with development of three MFR specific courses of instruction
 - ✓ Reserve Administration course (RAC)
 - ✓ Submitted by MCCSSS/Personnel Admin School
 - ✓ Power Management course
 - ✓ Battery Maintenance course
 - ✓ Both submitted by MFR G-6
 - ✓ Both funded by TECOM/CCE
 - ✓ Projected completion – late FY 04, early FY 05



Current Situation

Where Are We Going?

- ✓ MarForRes submitted 10/MOS courses for development to the TECOM Targeting Board Sept 03
 - ✓ Landing Support Specialist 0481
 - ✓ Comm Information Systems 0602
 - ✓ Fire Support Man 0811
 - ✓ Engineer Equipment Officer 1301
 - ✓ Engineer Officer 1302
 - ✓ Combat Engineer 1371
 - ✓ Motor Vehicle Operator 3531
 - ✓ LVS Operator 3533
 - ✓ Semitrailer/Refueler Operator 3534
 - ✓ Military Police 5811



Current Situation

Where Are We Going?

- ✓ MarForRes identified six MOSs courses which present the greatest number of critical end-strength deficiencies (as identified to CG TECOM in MarForRes msg dtd 192115ZDec03):

✓ Combat Engineer	1371
✓ Military Police	5811
✓ Motor Vehicle Operator	3531
✓ Comm Information Systems	0602
✓ LVS Operator	3533
✓ Engineer Officer	1302



Road Ahead

- ✓ Funding will need to be allocated for the hiring of two content developers at TECOM/CCE that will work normal CCE issues as well as MarForRes issues
- ✓ Individuals contracted through GSA
 - ✓ Projected annual expenditure: \$320K
 - ✓ Action completed (?)



End State

- ✓ Content development of distance learning products will mitigate MOS mismatch issues related to the Prior Service Marine
- ✓ Development of MOS skill progression courses for the intermediate level Marine officer/SNCO/NCO will enhance technical and tactical proficiency
- ✓ Refined ATIP instruction will mitigate MOS mismatch issues
- ✓ Enhanced professional development training will be provided to the Marines of MarForRes



QUESTIONS?

Force Order 1535.1 located on MFR website at the following address: <http://hq/g1/Adjutant> under Files & Directives

Updated brief located on MFR website at the following address:
<http://hq/plansops/> under Training & Readiness

Point of contact concerning the ATIP Program: MARFORRES Training Officer, Tel: (504) 678-8086/DSN 678-8086

Point of contact concerning distance education issues: MarForRes Readiness Officer, Tel: (504) 678-8417/DSN 678-8417

Point of contact for ALL Training related issues: MarForRes Training Chief, Tel: (504) 678-8414/DSN 678-8414